

GREATER VALLEY HEALTH CENTER BENEFITS
FOR ELIGIBLE FULL TIME OR PART TIME (20+hrs/wk) EMPLOYEES
DURING PLAN YEAR 2021-2022

Health Insurance: Mountain Health Co-op

Coverage begins the first day of the month following hire.

Employees have a choice between a Traditional Health Plan, and a High Deductible Health Plan paired with a Health Savings Account. GVHC contributes up to \$120 per month (pro-rated based on compensated hours) towards the Health Savings Account.

Both plans include dental coverage.

Premiums Per Bi-Weekly Pay Day:

	Traditional	HDHP/H.S.A.
Self Only	\$35.31	\$30.72
Self & Spouse	\$106.96	\$93.06
Self & 1 Child	\$69.54	\$60.50
Self & 2 or more Children	\$104.88	\$91.25
Family 1 (Self, Spouse, & children)	\$138.32	\$120.34

Life Insurance:

\$10,000 Group Life and AD&D free of charge to the employee
Option to purchase additional life insurance

Short Term Disability Insurance

Free of charge to the employee (Seasonal Not Eligible)

Retirement:

Greater Valley Health Center 401(k) Plan
Mandatory membership for employees
100% match of 3% automatic deferral
50% match of deferrals over 3%, but that do not exceed 5% of your total compensation
Vested immediately
American Funds
**Option to contribute more up to plan maximums.

Flex Plan:

Pre-Tax Health Insurance Premiums
Medical Spending Account, Maximum Annual Contribution - \$2,750 (Seasonal Not Eligible)
Dependent Care Spending Account, Maximum Annual Contribution - \$5,000 (Seasonal Not Eligible)

Paid Time Off:

To be used for vacation and occasional sick days
Starts to accrue from 1st pay period, eligible to use after 6 months
(Pro-rated based on hours worked):
0-4 years of employment – 140 hours per year
5-10 years of employment – 152 hours per year
11-15 years of employment – 164 hours per year
16-20 years of employment – 188 hours per year
21 years of employment – 212 hours per year

Sick:

Starts to accrue from 1st pay period
80 hours per year (Pro-rated based on hours worked)